

Section V: Mobilization, Deployment, Demobilization And Reemployment Rights

A. Mobilization.

1. **Total Force Policy.** The Marine Corps Total Force consists of the Active component, Reserve component, and retired personnel. The Reserve component provides trained units and qualified individuals to bring the Active component to full wartime strength. The Marine Corps Mobilization Management Plan (MPLAN) provides detailed guidance and procedures for mobilizing/recalling members of the Reserve.
2. **Graduated Mobilization Response (GMR).** GMR is the ongoing process of providing a viable deterrent capability in order to meet a crisis/contingency at the lowest possible level and sequentially build a response force appropriate to the threat.
3. **Contingencies Short of Mobilization.** The President may authorize recall of up to 200,000 Selected Marines (which includes IMAs) to active duty for a period of 270 days. The Marine Corps portion of this amount will be based on the identified requirement for the particular operation. Under this authority, SMCR units organized to serve as units must be activated as units. Individuals may be recalled only if they are not members of SMCR units (i.e., IMAs, IRRs, FMCRs, etc.).
4. **Mobilization Levels.** There are four mobilization levels: selective, partial, full and total. The MPLAN describes mobilization tasks under each of these levels.
5. **Mobilization Policy.**
 - a. **Applicability.**
 - (1) FMCRs and retired members of the Active or Reserve component may be ordered involuntarily to active duty.
 - (2) Marines must have completed recruit training and entry skill qualification, or the equivalent, to be deployed out of CONUS.

- (3) Members of the Platoon Leaders Class or Officers Candidate Class, not on active duty, will be initially ordered to active duty in those programs only. Members of the SMCR who are simultaneously enrolled in the PLC program will be mobilized with their SMCR unit.
- b. **Stop-loss.** Stop-loss actions are tailored to meet essential manpower requirements by retaining those service members who would normally be authorized to voluntarily separate or transfer to another component. The following reserve actions may be terminated:
 - (1) Transfers from the SMCR to the IRR.
 - (2) Transfers from IRR to Standby Reserve.
 - (3) Transfers to a retired list.
 - (4) Inter-unit transfers.
 - (5) Officer resignations.
 - (6) Discharges from the Reserve.
- c. **Deferment.** Upon mobilization, a postponement in reporting to active duty, not to exceed 30 days from the date originally directed, may be granted by appropriate authority established by the COMMARFORRES. Extensions beyond 30 days must be approved by CMC.

6. Mobilization Readiness Screening.

- a. **General.** All Ready Reserve Marines except Marines on active duty will be screened annually. The annual screening process involves an audit of service records to determine mobilization readiness.
- b. **Annual Screening.**
 - (1) IMAs will be screened annually to verify that they meet all requirements of SMCR affiliation.

- (2) IRRs will be required to perform muster duty or be screened by mail to confirm each IRR's physical condition, dependency status, military qualifications, civilian occupation, skills, availability for service and other information required for mobilization readiness.
 - (3) SMCR screening will be accomplished by unit commanders during the Marine's anniversary month.
 - (4) Annually, an Officer Mobilization Potential Screening Board will be conducted by the CG, MCRSC, to determine the availability for mobilization of portions of the IRR and Standby Reserve (ASL and ISL). The Board may recommend personnel actions such as transfer to the Retired Reserve, transfer to the ASL/ISL, or discharge.
- c. **Ongoing Screening.** IMAs and Pretrained Individual Manpower (PIM) will notify the CG, MCRSC, immediately of any changes in their personal readiness. These changes include change of address, marital status, family members, civilian employment, and any change of physical condition that would prevent the member from attaining required physical or mental standards.
 - d. **Mobilization Screening.** Upon mobilization, all screening activity ceases, and all members of the Ready Reserve should be considered available for active duty.
 - e. **Miscellaneous Screening.** Marines in the following categories merit special screening as required by regulation or order: conscientious objectors, theological students, health care professional graduate students, key employees, hardship cases, and humanitarian cases.

B. Deployment. After mobilization, the Marine serves in the same manner as an Active component Marine.

C. Demobilization.

- 1. **General.** The Commandant of the Marine Corps determines priorities and guidelines for demobilization. The ultimate goal is the reconstitution of active

forces and the effective transition of mobilized Marines back to the Reserve component.

2. **Administrative Matters.** Upon demobilization, Marines will be processed administratively so as to return units and individuals to their pre-mobilization status. This process will cover areas too numerous to list, but will include identification cards, separation documents, leave, transportation, health, and entitlements.
3. **Pre-separation Counseling.** Every Marine who is in the process of demobilization should receive information and counseling, as applicable, concerning: education benefits, vocational rehabilitation benefits, reemployment rights and responsibilities provided under The Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), job search/placement/training, relocation assistance services, medical/dental coverage, and effects of a career change on Marines and their families.

D. Reemployment Rights.

1. **General.** The (USERRA) was first enacted as part of the Selective Training and Service Act of 1940 and was called the Veterans' Reemployment Rights (VRR) Law. USERRA provides that a person who leaves a civilian job for voluntary or involuntary military service, in peacetime or wartime, is entitled to reemployment in the civilian job upon release from active duty under honorable conditions. The law's purpose is to encourage non-career service by minimizing the disruption to the lives of service members, their employers, fellow employees, and communities, and to prohibit discrimination against persons who perform such service.
2. **Specifics.** Under the USERRA, individuals who leave a civilian job in order to enter active duty in the Armed Forces, voluntarily or involuntarily, are entitled to return to their civilian job after discharge or release from active duty if the following five basic eligibility criteria of the USERRA law are met:
 - a. Must have held an "other than temporary" civilian job.
 - b. Must have left the civilian job for the purpose of going on active duty.

- c. Must not remain on active duty longer than five years (the 5-year limit does not apply if the person was involuntarily recalled to active duty).
 - d. Must be discharged or released from active duty “under honorable conditions”.
 - e. Must apply for reemployment with the pre-service employer within 90 days after separation from active duty.
3. **Prior Position.** If members return to their pre-service employers, they are entitled to be placed in the position that they would have reached had they not left that job to enter the Marine Corps. The Reserve Marine does not lose any seniority in the pre-service job for the time spent on active duty, and receives special protection against discharge without cause.
4. **Enforcement.** The USERRA law is enforced by the Veterans Employment and Training Service (VETS) within the Department of Labor. Questions on the USERRA law may be directed to the National Committee for Employer Support of the Guard and Reserve at 1-800-336-4590 or Comm: (573) 525-1483. For additional information, please visit the Department of Labor web site at www.dol.gov/dol/vets, under ELAWS.

E. Other Useful Information. The Department of Defense web site www.defenselink.mil/ provides links covering a wide range of topics which may be of assistance to the Marine or family members.